Compensation Stabilization Program

ANNUAL REPORT 1983

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LETTER OF TRANSMITTAL

April 1, 1984

Honourable Hugh A. Curtis
Minister of Finance
Parliament Buildings
Victoria, B.C.

Dear Mr. Minister,

Herewith the Annual Report of the activities of the Compensation Stabilization Program for the second year of its operation — 1983.

Respectfully submitted,

EDWARD R. PECK
Commissioner

Table of Contents

DIRECTORY 4

COMMISSIONER'S REPORT 5

PROGRAM HIGHLIGHTS 7

BACKGROUND 8

SENIOR MANAGERS' FREEZE 9

POLICY HIGHLIGHTS — Compensation Stabilization Act 10

POLICY HIGHLIGHTS — Public Sector Restraint Act 12

RULINGS — Compensation Stabilization Act 13

RULINGS — Public Sector Restraint Act 13

ORGANIZATION CHART 14

COMPENSATION DATA 15

EXEMPTION ORDERS ISSUED 39

PUBLIC SECTOR EMPLOYERS 40

Directory

Commissioner
EDWARD R. PECK

Registrar
EDWARD L. LIEN

Compensation Mediator
VINCENT L. READY

Legal Officer
PETER H. OWEN

Commissioner's Report

The Compensation Stabilization Program is the independent agency charged with the responsibility for conducting the Government's wage control program, and the Commissioner's job is to administer the program against the backdrop of employer/employee relations in B.C. I observe at the outset that the Commissioner's role is a special one in terms of administrative law. My function is akin to that of an administrative tribunal which acts and renders decisions on its own initiative. It is an inquisitorial role rather than an adjudicative one. As manager of a wage control scheme, I am under no legal obligation to observe the procedures that an administrative tribunal might normally consider. Nevertheless, I choose to emphasize fairness and act with sensitivity to the rights and interests of the affected parties to the extent that I possess the discretion to do so.

Early 1983 saw the Program accelerate as the number of Public Sector employers and employees directly affected by it increased concomitant with the expiration of their compensation plans. Requests for information regarding the Program were numerous as were invitations to speak on the operation of the Guidelines and Regulations. Requests for mediation assistance were of such dimensions as to require the Registrar and the Policy Manager to substitute for the Compensation Mediator on occasion. A total of 738 compensation plans covering some 67,664 employees were reviewed by this office during the year and as of December 31, 1983 the weighted average wage increase of all public sector settlements was 3.46%. (This figure was subsequently reduced to 2.41% as further 1983 settlements were reported.) To date no parties have been obliged to submit to the mandatory Regulations.

As 1983 progressed it became evident that the economy of B.C. continued to decline and that stricter compensation restraint measures were necessary. Consequently, the Government tabled legislative changes to the Program in July. These changes included the extension of the Program from a fixed (two year) period to a period indefinite, statutory recognition that the employer's ability to pay shall receive paramount consideration in determining the level of compensation, the downward adjustment of the range of limits of compensation to +5 to −5%, and the inclusion of increments in compensation plan costing.

At the same time as these changes were introduced the Government announced its intention to reduce the provincial public service by approximately 25%. This announcement was accompanied by the introduction of Bill 3, the **Public Sector Restraint Act**, legislation which grants a public sector employer the unrestricted right to lay-off its employees in the following circumstances: lack of work; insufficient operating funds; organizational change; discontinuance or reduction of a program or service of the employer. The Act confers upon the Compensation Stabilization

Commissioner responsibilities which are independent of those conferred by the **Compensation Stabilization Act.** In short, the **Public Sector Restraint Act** presents employers and employees with an option to bargain and settle their own provisions respecting employment termination. My authority under the statute is confined to granting an exemption order upon application from the parties to an agreement whose provisions satisfy the criteria set out in Section 3 of the Act. Section 3 requires me to make an independent value judgment as to the fairness, equity and managerial efficiency of job termination provisions. In assessing lay-off, recall and seniority provisions I will have regard to the prevailing standards set by the labour relations community in the Province.

In 1983 seven rulings were published which explained and elaborated upon the provisions of the **Compensation Stabilization Act** and the Guidelines. The rulings dealt with such diverse issues as the compensation levels of senior managers, the ability to pay question, reconsideration of decisions, and wage reopeners: details are to be found in the "Policy Highlights" section of this report.

I wish to conclude by expressing my gratitude to the Provincial Government officials involved with the Program, to those in the Government of Canada and Ontario who offered assistance and advice, and to my own staff for their understanding and support during the year past.

Program Highlights

February 3, 1983	First case of compensation roll-back ordered by the Commissioner — Surrey Municipality Senior Managers. (Ruling #1/83)
February 11, 1983	Order-in-Council #214 — The Compensation Stabilization Regulation. This regulation disallows any employee to be paid an amount in excess of the guidelines in order to "catch-up" perceived losses during the control period.
February 15, 1983	Commissioner holds first formal hearing under the **Compensation Stabilization Act** — Simon Fraser University and Simon Fraser University Faculty Association. Subject: Ability-to-Pay. (Ruling #2/83)
April 13, 1983	Commissioner submitted his Report on Compensation Levels of Senior Managers (British Columbia Public Sector Organizations) to the Cabinet.
July 7, 1983	Budget Speech. Announcement of amendments to **Compensation Stabilization Act**, Guidelines and Regulations.
	Introduction of Bill 3 — **Public Sector Restraint Act** — legislation containing additional responsibilities for the Commissioner.
October 11, 1983	Draft Guidelines and Regulations made public so that interested parties could make submissions.
October 21, 1983	**Compensation Stabilization Amendment Act** received Royal Assent.
	Public Sector Restraint Act received Royal Assent, and the Commissioner assumed responsibilities under Sections 3 & 10 of the Act.
November 1, 1983	Vincent Ready, Compensation Mediator, was requested by the Premier to provide mediation services to the Government Employee Relations Bureau and the B.C. Government Employees' Union to resolve the strike.
November 16, 1983	B.C. Hydro workers on strike. Compensation Mediator successfully mediated dispute between B.C. Hydro and I.B.E.W. Local 258.
December 15, 1983	Revised Guidelines and Regulations receive approval from the Cabinet retroactive to October 11, 1983.

Background

The Compensation Stabilization Program was introduced on February 18, 1982 in a major address by Premier W.R. Bennett. The Program was part of a larger package of fiscal measures intended to meet the needs of a declining economy and was designed to restrain and stabilize levels of compensation in the public sector, while maintaining jobs and services. It was initially intended to be of limited duration, applying to each group in the public sector for a period of 24 months. The Guidelines and Regulations established a range of percentage increases to compensation. Originally set at 8 to 14%, they were later revised to the range of 10 to 0%. These ranges have now been adjusted to +5 to −5%. It is noted that two years ago it was considered that a basic income factor of 10% reflected restraint, and by early summer of the same year the economic conditions had changed so drastically that this was replaced by basic income factors of 6 and 5%. In deciding what form the Program should take, the Government had as models the 1971-72 U.S. Wage and Price Controls Program and the 1975-78 Canadian Anti-Inflation Board Experience. The B.C. Program incorporates certain of the features of these programs, as well as new features making it responsive to the peculiar B.C. labour relations scene.

The B.C. Program was designed in terms of universality, fairness and self-administration. These characteristics have been maintained through the changes to the Program's Guidelines and Regulations. Universality is ensured because all public sector employees undergo a similar degree of restraint. Fairness is ensured by the choice of a range of limits, rather than a single arithmetic limit. In the beginning the range of limits allowed the Program to be responsive to the circumstances of individual groups within the parameters of such factors as past compensation experience, historic relationships, and special circumstances, including demonstrable increases in productivity (all within the bounds of the employer's ability-to-pay). The flexibility of the Guidelines preserves the integrity of the collective bargaining process as much as possible under the current economic circumstances. The Program is a self-administering one — it relies upon the parties' statutory obligation to reach or establish a compensation plan with the minimal involvement of the Commissioner's office.

July 1983 saw further changes to the Act, Guidelines and Regulations. The Program will now continue for an indefinite period, and the amendments confirm the Commissioner's interpretation that the employer's ability-to-pay will receive paramount consideration in determining the compensation plan for an employee group. If the ability-to-pay is present the Commissioner will use comparable settlements in the public sector to determine the guideline settlement for an employee group, to which may be added any demonstrable or measurable productivity increase which reflects cost savings. The cost of increments are now included in compensation changes under the Guidelines as well as the Regulations. The numerical factor for the Basic Income Factor under the Regulations has been adjusted downward to 1%. The other numerical factors under the Regulations remain the same, with the addition of a discretionary productivity factor. Negatives are only likely to apply under the Regulations, except perhaps in the face of a job security agreement under the Guidelines.

Senior Managers' Freeze

When the Premier announced the Program on February 18, 1982 he introduced a freeze of the compensation of all senior managers pending review by the Commissioner and a decision by Cabinet on appropriate compensation relationships and a guideline or guidelines. The Commissioner's review into the levels of compensation paid to senior managers in the public sector was carried out with the assistance of Woods Gordon and Towers, Perrin, Forster and Crosby Ltd., two Vancouver consulting firms with expertise in compensation matters. The review entailed a survey of over 400 of the larger employers resulting in over 700 positions being identified for inclusion in the frozen group. The process of analysis had begun. Senior Managers were initially defined as the Chief Executive Officer and those reporting directly to him. During the course of the Commissioner's study certain positions were added to the senior managers' group and others removed. With a few exceptions the freeze encompasses those senior managers earning in excess of $55,000 per annum. I submitted my report in the matter to Cabinet on April 13, 1983.

Policy Highlights — Compensation Stabilization Act — 1983

During 1983 seven formal Rulings of the Commissioner were made. The Rulings provide a body of jurisprudence on outstanding issues brought before the Commissioner and provide guidance as to the application of the **Compensation Stabilization Act** and Compensation Stabilization Act Guidelines.

Impact of Paragraph 24 of the Compensation Stabilization Act Guidelines (July 27, 1982) on Pre-existing Agreements. (Executive Wage Freeze: Ruling #1/83)
Paragraph 24 of the Guidelines contemplates that following February 18, 1982 there will be no increase in the level of compensation paid to senior managers irrespective of whether such increases arise out of a pre-existing commitment, pending a decision by Cabinet in the matter of Executive Compensation (see Senior Managers' freeze). Section 28 of the **Compensation Stabilization Act** provides that it prevails over any other enactment unless such other enactment contains an express provision that it, or a provision of it, applies notwithstanding the **Compensation Stabilization Act**. Thus the impact of Guidelines paragraph 24 overrides any previously existing commitment which may have had its genesis in another enactment, and precludes any subsequent increase including a previously authorized staged increase until further notice from the Commissioner.

Increased Productivity. (Rulings 2/83; 3/83. July 27, 1982 Guidelines Paragraph 21.1)
The concept of productivity will not be unduly confined — it is an evolving notion that is responsive to the merits of each unique situation and will be finally shaped by events. An increase in productivity cannot be justified simply by the increased constant dollar amount used to produce a product or service nor by a mere de facto increase in the number of people to be serviced.

Ability-to-Pay. (Rulings 2/83; 3/83; 4/83. July 27, 1982 Guidelines Paragraph 17)
The Commissioner confirmed his previous policy that the ability-to-pay of an employer is the dominant and uncompromising element of the Program which the parties (or their arbitrator) must consider when securing a compensation plan. The party which claims "inability-to-pay" must support that claim with empirical evidence.

Job Classification or Job Evaluation Plans — Exclusions from the Guidelines. (Ruling 4/83. July 27, 1982 Guidelines Paragraph 27)
The expression "job classification or job evaluation plan" as it appears in Guidelines paragraph 27(c) is intended to refer to a formal plan of job or position classification of the type in general use in pay plan determination in the public sector of B.C. A job classification scheme that is excluded from the calculation of compensation pursuant to Guidelines paragraph 27(c) is to be excluded from **all** calculations, including the calculation of the recent compensation experience of the group. One cannot read Guidelines paragraph 26(d) as defeating paragraph 27(c) for the purposes of this calculation.

Reopeners. (Ruling 7/83. July 27, 1982 Guidelines Paragraph 14)
A reopener which has prima facie validity pursuant to the criteria set out in Rulings 6 and 9 of 1982, and which provides for renegotiation of only a narrow component of a compensation package, will generally not trigger the operation of paragraph 14. However, a reopener otherwise valid under the criteria set out in the Rulings of 1982, which provides for the renegotiation of key elements in a compensation plan, and which may produce significant changes to the plan, in essence gives the parties an opportunity to renegotiate their plan in much the same manner as if their collective agreement had expired. Such a reopener will trigger the operation of paragraph 14 and the group's entry into the Program.

Reconsideration of a Ruling by the Commissioner. (Ruling 5/83. Section 24 of the **Compensation Stabilization Act** July 27, 1982)
A party seeking reconsideration of a decision of the Commissioner under Section 24 of the Act assumes the burden of persuading the Commissioner to exercise his discretion in favour of further proceedings. If an issue arises which turns on a conclusion of general policy under the statute or of statutory interpretation it may be appropriate to proceed with a reconsideration. Also, if a party raises an issue of procedural due process, a careful review of the procedures involved will be undertaken and the Commissioner may direct a reconsideration of the matter. In every administrative decision-making scheme there is a need for finality and speed in rendering a decision, and the Commissioner will be sensitive to these objectives.

Policy Highlights — Public Sector Restraint Act — 1983

Section 3 of the **Public Sector Restraint Act** provides as follows:

Exemption Order

3. (1) Where a written contract of employment or a collective agreement contains provisions that

(a) enable a public sector employer to terminate the employment of employees in the circumstances described in Section 2(1),

(b) provide fair and equitable procedures, which are consistent with efficient management, by which those terminations of employment will be implemented, and

(c) provide fair and equitable compensation to be paid to those employees whose employment has been terminated,

the Compensation Stabilization Commissioner appointed under the **Compensation Stabilization Act** may, on the application of a party to that contract or agreement, order that Section 2(1),(4) and (6) does not apply to the parties to that contract or agreement.

(2) The Compensation Stabilization Commissioner may

(a) impose any conditions he considers necessary in respect of an order made under subsection (1), and

(b) reconsider and revoke, amend or vary an order he has made.

In Ruling 2/83, (November 10, 1983), the Commissioner observed that there is no absolute standard or model for employment termination clauses to be used throughout the public sector, for what may be fair and equitable and consistent with efficient management in the context of one operation may not be in the context of another. In his Policy Statement of November 13, 1983 the Commissioner reiterated that lay-off language in public sector agreements reflect their peculiar surroundings and that there is no single scheme for lay-offs, recall and the exercise of seniority which would, if applied to all public sector groups, justify an exemption order under Section 3 of the Act.

In determining whether or not written contracts of employment or collective agreements meet the requirements of Section 3(1)(a) of the Act, the Commissioner must be satisfied that there are no tenure clauses and that the employer is able to terminate the employment of its employees in the circumstances described in Section 2(1) of the Act.

In determining whether lay-off, recall and seniority provisions comply with Section 3(1)(b), the Commissioner has stated that it is important to assess them against prevailing standards of fairness and managerial efficiency shared by the labour relations community of B.C. as a whole.

To fulfill the criteria of Section 3(1)(c), all regular employees should have at least the right to elect monetary compensation upon the loss of their employment.

1983 List of Rulings
Compensation Stabilization Program

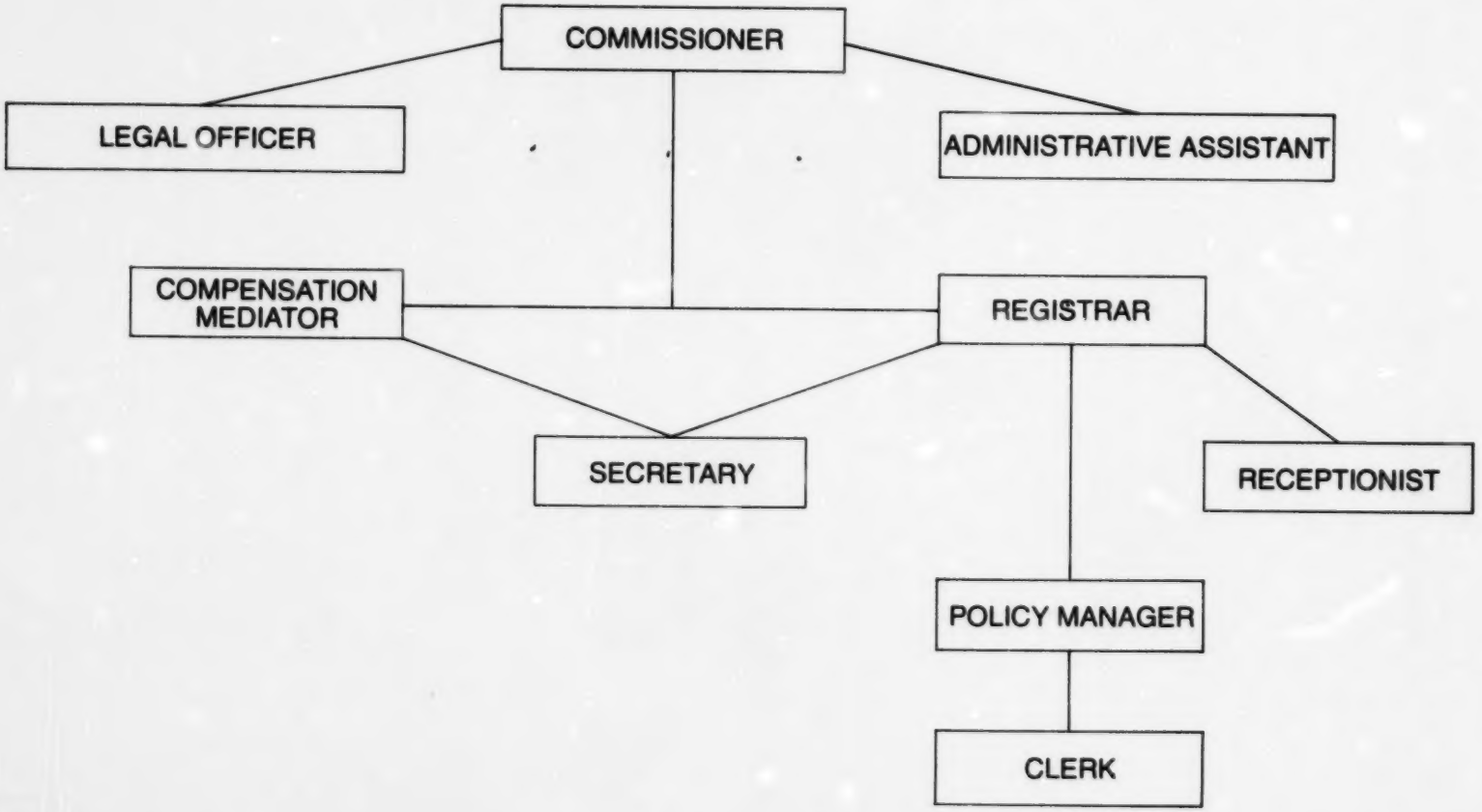
NO.	PARTIES	DATE ISSUED
1/83	Municipality of Surrey (Senior Managers Group)	February 3, 1983
2/83	S.F.U. and the S.F.U. Faculty Association	March 21, 1983
3/83	Vancouver School Board and Vancouver Elementary and Secondary School Teachers Association	June 9, 1983
4/83	H.L.R.A. and H.E.U. Local 180	June 22, 1983
5/83	H.L.R.A. and H.E.U. Local 180	August 22, 1983
6/83	H.L.R.A. and H.E.U. Local 180	October 21, 1983
7/83	H.L.R.A. and P.A.R.I.	November 25, 1983

Public Sector Restraint Act

NO.	PARTIES	DATE ISSUED
1/83	B.C. Ferry Corporation and B.C. Ferry and Marine Workers Union	October 31, 1983
2/83	Abbotsford District Teachers' Association and Board of School Trustees, School District #34 (Abbotsford)	November 10, 1983
3/83	Coquitlam Teachers' Association	November 13, 1983

Compensation Stabilization Program Organizational Chart

(as of December 31, 1983)



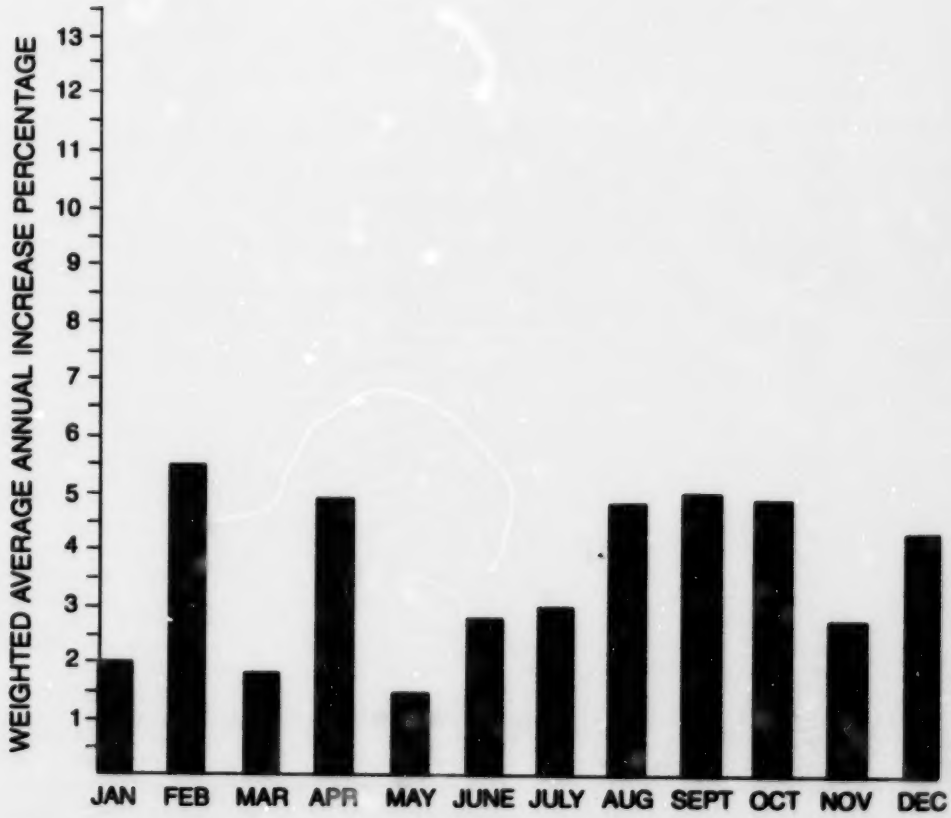
Compensation Data

The following chart indicates weighted average wage increases in B.C.'s public sector during 1983. Increases in compensation plans effective during that period were concluded under Bulletin #4 (2nd Year of multi year agreements), Guidelines issued effective July 27, 1982 and effective October 11, 1983.

Following the averages for the whole public sector are lists of individual settlements (unweighted).

1983 B.C. Public Sector Compensation Increases

(weighted by number of employees)



1983 B.C. Public Sector Compensation Increases

(weighted by number of employees)

MONTH	TOTAL # OF EMPLOYEES	WEIGHTED AVERAGE ANNUAL INCREASE PERCENTAGE
January	55,761	2.02
February	33	5.41
March	469	1.82
April	8,360	4.70
May	87	1.53
June	76	2.76
July	1,546	3.19
August	1,028	4.87
September	544	5.04
October	8	4.88
November	259	2.95
December	49	4.47
TOTAL	68,220	

1983 Unweighted Settlements

MUNICIPALITIES

Employer	Employee Group	Year	% Increase
City of Armstrong	CUPE #2709	2	6.45
City of Armstrong	Staff	1	12.84
RD of Bulkley-Nechako	Office, Technical & Professional	1	5.53
RD of Bulkley-Nechako	Office, Technical & Professional	2	2.94
Municipality of Burnaby	Executive Group	1	0
Municipality of Burnaby	Senior Staff	1	0
Burnaby Public Library	Executive Group	1	0
Village of Cache Creek	Civic Management	2	0
Dist. of Campbell River	Administrator	2	2.93
Dist. of Campbell River	Staff	1	7.76
RD of Central Okanagan	Staff	1	4.01
RD of Central Okanagan	Staff Association	1	3.79
District of Coldstream	CUPE #626	1	1.03
District of Coldstream	CUPE #626	2	2.93
RD of Columbia-Shuswap	Full-Time Staff	1	1.00
RD of Columbia-Shuswap	Full-Time Staff	2	2.98
RD of Columbia-Shuswap	Part-Time Staff	1	1.02
RD of Columbia-Shuswap	Part-Time Staff	2	3.04
Town of Comox	Management	1	2.92
Town of Comox	Outside Workers	1	2.82
Town of Comox	Inside Workers	1	3.06
RD of Comox-Strathcona	Management	1	2.85
RD of Comox-Strathcona	Staff	1	2.82
RD of Comox-Strathcona	IWA #1-363 Sports Centre	1	2.99
RD of Comox-Strathcona	IWA #1-363	1	2.88
Cowichan Valley RD	CUPE #358	1	10.95
Cowichan Valley RD	CUPE #358	2	0
Cowichan Valley RD	IWA #1-80	1	10.75
Cowichan Valley RD	IWA #1-80	2	10.40
City of Dawson Creek	CUPE #2403	1	6.09
City of Dawson Creek	Inside Workers	1	5.84
City of Dawson Creek	Management	1	5.92
Delta Municipal Police Board	Police Association	1	3.08
Dewdney-Allouette RD	Staff	1	3.08
Esquimalt Municipal Police	Senior Police	1	7.54
Village of Fort Nelson	IAFF #2782	1	12.6
Village of Fort Nelson	IAFF #2782	2	7.24
Village of Fort Nelson	Library Employees	1	7.38
Village of Fort St. James	Staff	1	5.89
City of Fort St. John	Management	1	2.11
City of Fort St. John	Non-Union Staff	1	3.52
City of Fort St. John	BCGEU #100	1	3.92
City of Fort St. John	BCGEU #100	2	3.99
Fraser Valley Regional Library	Librarians	1	2.78
Fraser Valley Regional Library	Management	1	2.8
Fraser Valley Regional Library	CUPE #1698	1	2.7
City of Grand Forks	Management	1	5.05
Greater Vancouver RD	Police Assn. #3 (New Westminster)	1	3.01

MUNICIPALITIES

Employer	Employee Group	Year	Unweighted % Increase
Greater Victoria Water District	Administration	1	2.96
Village of Hazelton	Staff	1	2.93
District of Houston	Managers	1	9.86
District of Houston	Managers	2	9.1
Village of Lake Cowichan	Staff	1	7.98
Village of Lake Cowichan	Staff	2	6.97
Langford Fire Protection Dist.	IAFF #2848	1	11.32
Langford Fire Protection Dist.	Management	1	5.91
Township of Langley	Managers	1	0
Village of Lions Bay	Staff	1	6.02
Village of Lumby	Office & Maintenance	1	5.33
Village of Lumby	Office & Maintenance	2	1.98
District of Mackenzie	Staff	2	3.96
District of Mackenzie	Municipal Workers	1	2.24
District of Maple Ridge	CUPE #622	1	3.28
Village of Masset	Staff & Outside Workers	1	5.78
Village of Masset	Staff & Outside Workers	2	2.9
District of Matsqui	GTDHU #31	1	0
District of Matsqui	Police Association #7	1	3.28
District of Matsqui	Firefighters' Assn. #2864	1	1.96
District of Matsqui	Firefighters' Assn. #2864	2	2.98
District of Matsqui	Police Management	1	3.22
Village of McBride	Staff	1	2.75
District of Mission	Management	1	2.62
Village of Montrose	Staff	1	12.28
Village of Montrose	Staff	2	4.56
RD of Mount Waddington	Seasonal Staff	1	3.97
RD of Mount Waddington	Permanent Staff	1	2.34
RD of Mount Waddington	Management	1	2.29
Village of Nakusp	Management	2	1.9
Village of Nakusp	Casual Group	2	1.35
Village of Nakusp	Public Works Group	2	2.82
Village of Nakusp	Office Staff	2	3.00
City of Nanaimo	IAFF	1	9.8
City of Nanaimo	IAFF	2	2.58
City of Nelson	Management	2	0
City of Nelson	IAFF #1343	1	9.94
City of Nelson	IAFF #1343	2	2.96
Nelson Municipal Library	Staff	1	12.12
Nelson Municipal Library	Staff	2	4.80
New Westminster Police Board	Police Management	1	3.14
District of North Cowichan	Staff	2	0
RD of North Okanagan	Planning Director	1	9.75
RD of North Okanagan	Accountant Fire Inspector	1	9.87
RD of North Okanagan	Department Heads	1	10.00
RD of North Okanagan	Clerical & Technical	1	9.96
District of North Saanich	Clerk Administrator	1	10.06
District of North Saanich	Clerk Administrator	2	0
Village of 100 Mile House	Management & Exempt	1	.97
Village of 100 Mile House	IUOE #959	1	1.55

MUNICIPALITIES

Employer	Employee Group	Year	Unweighted % Increase
Peace River-Liard RD	Staff	2	1.98
District of Peachland	CUPE #606	1	4.97
Peachland Irrigation District	Staff	2	4.81
City of Penticton	Supervisory	1	1.11
City of Penticton	Supervisory	2	2.98
City of Penticton	Supervisory	3	3.00
City of Port Alberni	IAFF #1667	1	9.94
City of Port Alberni	IAFF #1667	2	2.01
City of Port Alberni	Managers	2	4.43
City of Port Alberni	Supervisory	2	4.92
Port Alberni Parks and Rec.	Managers	2	4.95
Port Alberni Parks and Rec.	Supervisory	2	4.95
Village of Port Alice	Staff	1	5.06
City of Port Coquitlam	Vector Control Officer	1	4.76
City of Port Coquitlam	CUPE #498	1	2.92
City of Port Coquitlam	Management	1	2.87
Port Moody Police Board	Police Union	1	4.17
District of Powell River	Firefighters #1298	1	1.94
District of Powell River	Firefighters #1298	2	2.11
Powell River RD	Office Staff	1	4.72
City of Prince George	Management	1	2.4
Prince George Public Library	Staff	2	5.94
Prince George Public Library	Senior Staff	2	5.92
City of Prince Rupert	Supervisors	1	2.98
Prince Rupert Library	CUPE #105	1	10.03
Prince Rupert Library	CUPE #105	2	9.12
Town of Princeton	Management	1	2.15
Town of Princeton	Management	2	3.14
City of Quesnel	CUPE #1050	2	4.7
City of Quesnel	Staff	2	5.45
Royston Improvement District	Secretary-Treasurer	1	7.58
Royston Improvement District	Staff	2	6.9
Saanich Police Board	Police Association	1	7.8
Saanich Police Board	Police Association	2	4.31
Village of Silverton	Management	1	5.03
Village of Silverton	Maintenance	1	4.93
Town of Smithers	CUPE #1570	1	12.00
Town of Smithers	CUPE #1570	2	9.11
Town of Smithers	Management	1	11.66
Town of Smithers	Management	2	1.78
South East Kelowna Irrigation Dist	Municipal Workers	2	5.00
District of Sparwood	Management & Steno	1	6.44
District of Sparwood	Management & Steno	2	0
District of Squamish	Firefighters #2874	1	6.95
District of Stewart	CUPE #1804	1	6.78
District of Surrey	IAFF #1271	1	3.7
District of Surrey	IAFF #1271	2	2.02
District of Terrace	Management	1	10.00
District of Terrace	Management	2	0
Thompson-Nicola RD	Management	1	4.28

MUNICIPALITIES

Employer	Employee Group	Year	Unweighted % Increase
Village of Valemount	Staff	1	0
City of Vancouver	Police Union	1	3.01
City of Vancouver	Police Officers	1	3.14
District of Vanderhoof	Management	1	6.3
Vernon Irrigation District	Staff	1	7.93
Vernon Irrigation District	Staff	2	2.94
Vernon Irrigation District	Engineer/Manager	1	5.32
Vernon Irrigation District	Engineer/Manager	2	.75
Vernon Irrigation District	Teamsters #213	1	5.77
Vernon Irrigation District	Teamsters #213	2	4.96
District of West Vancouver	Amalgamated Transit Union #101-134	1	0
City of Williams Lake	IUOE #882	1	4.96
City of Williams Lake	IUOE #882	2	4.79
City of Williams Lake	Administrative	1	4.91
City of Williams Lake	Administrative	2	4.89
City of Williams Lake	Management	1	6.96
City of Williams Lake	Management	2	4.87
Village of Zeballos	Staff	1	10.75
Village of Zeballos	Municipal Employees	2	5.68

HEALTH AND COMMUNITY CARE FACILITIES

Employer	Employee Group	Year	Unweighted % Increase
Armstrong Spallumcheen Hospital	Management	1	3.04
Arrow Lakes Hospital	Management	1	3.97
Arrowsmith Lodge	Administration	2	5.05
	Care/Service Staff		
Ashcroft District General Hospital	Management	1	5.82
Beacon Hill Lodges			
(James Bay Lodge)	Administrative	1	8.54
Beacon Hill Lodges			
(James Bay Lodge)	Administrative	2	2.93
Beacon Hill Lodges (West Vanc.)	Administrative	1	9.18
Beacon Hill Lodges (West Vanc.)	Administrative	2	2.94
Beacon Hill Lodges	Nurses	1	5.28
Beacon Hill Lodges	Nurses	2	2.95
Beckley Farm Lodge	Management	2	4.82
Beckley Farm Lodge	Service Staff	2	4.91
Blenheim Lodge	Staff	1	5.93
Boundary Lodge	Management	1	8.44
Boundary Lodge	Management	2	4.94
Boundary Sr. Citizens Housing Soc.	CUPE #22542	2	4.44
Broadway Pentecostal Lodge	Administration	2	5.00
Broadway Pentecostal Lodge	Service Staff	2	4.58
Bulkley Lodge	BCGEU #64	1	7.5
Bulkley Lodge	Management	2	2.17
Bulkley Valley District Hospital	Management	1	2.7
Burnaby Association for the			
Mentally Handicapped	BCGEU #56	1	2.93
Burnaby General Hospital	Staff	1	3.41
Burns Lake & Dist. Hospital	Administrative	1	3.8
Burquitlam Lions Care Centre	Management/Staff	2	4.88
Campbell River & Dist. Hosp.	Staff	1	5.75
Cancer Control Agency of B.C.	Management, Admin.,	1	1.95
	and Secretarial		
Cancer Control Agency of B.C.	Medical/Dental	1	4.05
Cancer Control Agency of B.C.	Scientific Staff	1	3.96
Capital Mental Health Assoc.	Staff	1	5.1
Cariboo Memorial Hospital	Administrator	1	3.00
Cariboo Memorial Hospital	Administrator	2	3.00
Cariboo Memorial Hospital	Non-Contract	1	4.09
Caroline Macklem Home	Staff	1	5.26
Central Care Home	IUOE #882B	1	4.73
Central Care Home	Management	1	1.11
Central City Mission	Admin./Nursing	2	6.84
Central City Mission	Care/Service Staff	2	6.81
Central Park Manor	Management	2	2.9
Central Park Manor	Service Staff	2	2.85
Century Care Society	Staff	1	6.25
Chemainus General Hospital	Management	1	2.93
Chemainus General Hospital	Management	2	2.85
Chilliwack Intermediate Care	Other Professionals	1	7.55
Housing Society			
Chilliwack Intermediate Care	Nurses	1	4.87
Housing Society			
CNIB Queen Elizabeth Hall	Staff/Supervisor/Nurse	1	5.39

HEALTH AND COMMUNITY CARE FACILITIES

Employer	Employee Group	Year	Unweighted % Increase
Columbia Centre Society	Long Term Care Staff	1	6.44
Cowichan Lodge	Managers	1	9.96
Cowichan Lodge	Managers	2	1.93
Cranbrook & District Hospital	Department Heads	1	4.89
Creston & Dist. Health Society	Staff	1	5.84
Creston & Dist. Health Society	Staff	2	5.00
Creston Valley Hospital	Staff	1	5.8
Creston Valley Hospital	Staff	2	2.32
Cumberland Health Centre	Administration	1	5.93
Cumberland Health Centre	Administration	2	4.91
Dania Home	Administrator	1	7.21
Dania Home	Care/Service Staff	1	8.1
Dania Home	Management	1	8.27
David Lloyd-Jones Home	CUPE #338	1	7.59
David Lloyd-Jones Home	CUPE #338	2	4.82
Dawson Creek & Dist. Hospital	Administrator	1	2.92
Delta Hospital	Accountant	1	5.12
Delta Hospital	Staff	1	3.16
Dogwood Lodge	Staff	2	5.04
Dr. F.W. Green Memorial Home	Nurses	1	2.93
Duke Residence Society	Staff	1	7.93
Duke Residence Society	Staff	2	6.3
Dunrovin Park (1974) Society	Administrative	1	5.94
Dunrovin Park (1974) Society	BCGEU #79	1	6.88
Edith Cavell Hospital	Nurses	1	5.18
Edith Cavell Hospital	Nurses	2	2.33
Elkford & Dist. Diagnostic and Treatment Centre	Nurses	2	5.68
Elkford & Dist. Diagnostic and Treatment Centre	Office/Business Manager	2	5.00
Enderby & Dist. Memorial Hosp.	Management	1	5.06
Evergreen Baptist Home	Staff	1	4.85
The Fairhaven United Church Homes (Burnaby)	All Staff	1	9.96
The Fairhaven United Church Homes (Burnaby)	All Staff	2	1.88
The Fairhaven United Church Homes (Vancouver)	All Staff	1	9.83
The Fairhaven United Church Homes (Vancouver)	All Staff	2	1.93
Fernie District Hospital	Admin. Secretary	2	2.96
Fernie District Hospital	Director of Nursing, Materials Manager, Maintenance Engineer	2	6.98
Fernie District Hospital	Managers	2	5.00
Finnish Home	Administrator/Sec.	2	4.84
Finnish Manor	Management	1	5.73
Fir Park Village	Admin. & Director	1	4.98
Fir Park Village	Management	2	4.99
Fir Park Village	Staff	1	8.00
Fir Park Village	Staff	2	4.95
Fir Park Village	Staff	3	4.94

HEALTH AND COMMUNITY CARE FACILITIES

Employer	Employee Group	Year	Unweighted % Increase
Fort Nelson General Hospital	Assistant Admin.	1	5.94
Fort St. John Hospital	Dept. Heads' Sec.	1	5.84
Foyer Maillard	Administrator	2	6.04
Fraser Canyon Hospital	Non-Contract	1	7.76
Fraser Lake Diagnostic & Treatment Centre	Nurses	1	5.49
Fraser Valley Alcoholism Society (Pacifica)	BCGEU #56	1	7.64
Fraser Valley Alcoholism Society (Pacifica)	BCGEU #56	2	3.39
Fraser Valley Alcoholism Society (Pacifica)	Staff	2	6.76
G.F. Strong Rehabilitation Centre	Executive Director	2	0
G.F. Strong Rehabilitation Centre	Management	1	0
German Canadian Benevolent Society of B.C.	Employees' Assn.	2	2.89
Glacier View Lodge	Dietary	1	4.46
Glacier View Lodge	Management	1	4.77
Glacier View Lodge	Management	2	4.84
Glacier View Lodge	Nurses	1	4.84
Glacier View Lodge	Nurses	2	1.62
Glacier View Lodge	Nurses	3	1.62
Glen Properties Limited	Nurses	1	6.76
Glen Properties Limited	Nurses	2	3.25
Gold River Health Centre	Office & Housekeeping	1	4.09
Gold River Health Centre	Office & Housekeeping	2	3.03
Golden & Dist. General Hosp.	Management	1	3.26
Golden Ears Retirement Centre	Management	1	3.00
Grandview Towers	Management	1	2.79
Grandview Towers	Management	2	6.91
Greater Victoria Adult Day Care Centre Society	BCGEU #201	1	6.61
Greater Victoria Adult Day Care Centre Society	BCGEU #201	2	2.97
Greater Victoria Drug & Alcohol Rehabilitation Society	BCGEU #65	1	5.4
Greenwoods	Nurses	1	5.7
Greenwoods	Nurses	2	1.96
Halcyon Home	Staff	1	6.20
Halcyon Home	Staff	2	4.31
Hardy View Lodge	Food Services/ Housekeeping	1	6.16
Hardy View Lodge	Nurse/Administrator	1	5.88
Hardy View Lodge	Nurse/Care Aides	1	6.14
Haro Park Centre	Management	1	5.88
Haro Park Centre	Nurses	1	2.8
Haro Park Centre	Staff	1	5.92
Haven Hill Retirement Centre	CUPE #608	1	8.3
Haven Hill Retirement Centre	CUPE #608	2	0
Haven Hill Retirement Centre	Nurses	1	6.42
Haven Hill Retirement Centre	Nurses	2	0
Haven Hill Retirement Centre	Staff	1	2.36

HEALTH AND COMMUNITY CARE FACILITIES

Employer	Employee Group	Year	Unweighted % Increase
Haven Hill Retirement Centre	Staff	2	3.87
Hawthorne Lodge	BCGEU #56	1	6.41
Hawthorne Lodge	BCGEU #56	2	4.95
Hawthorne Lodge	Management/Nurses	1	6.51
Hawthorne Lodge	Management/Nurses	2	5.00
Health Labour Relations Assn.	Nurses	1	4.94
Health Labour Relations Assn.	Nurses	2	5.00
Henry M. Durand Special Care Soc.	Management	1	0
Highland Lodge	BCGEU #56	1	3.14
Highland Lodge	BCGEU #56	2	5.47
Highland Lodge	BCGEU #56	3	2.89
Holy Family Hospital	Dept. Heads, Clerical and Management	1	11.79
Holy Family Hospital	Dept. Heads, Clerical and Management	2	2.99
Icelandic Care Home	Staff	1	10.05
Icelandic Care Home	Staff	2	0
Jackman Manor	Administrator	1	5.8
Jackman Manor	Administrator	2	4.82
Jackman Manor	Care/Service Staff	1	5.64
Jackman Manor	Care/Service Staff	2	5.03
Jackman Manor	Management	1	5.8
Jackman Manor	Management	2	4.85
James Bay Lodge	SEIU #244	1	7.76
James Bay Lodge	SEIU #244	2	0
Juan de Fuca Hospital	Management Analysts	1	4.89
Juan de Fuca Hospital	Middle Management	1	4.8
Jubilee Care Society	Mental Healthcare Workers	1	4.68
Jubilee Home Society	Management	1	7.34
Jubilee Home Society	Management	2	2.96
Kelowna General Hospital	Department Heads	1	5.27
Kelowna General Hospital	Department Heads	2	3.84
Kelowna General Hospital	Managers	1	5.56
Kelowna General Hospital	Managers	2	3.97
Kelowna General Hospital	New Dept. Heads	1	4.43
Kelowna General Hospital	New Dept. Heads	2	3.94
Kelowna General Hospital	Secretarial	1	4.77
Kelowna General Hospital	Secretarial	2	5.85
Kimberley District Hospital	Staff	1	8.15
Kimberley District Hospital	Staff	2	6.79
Kimberley Special Care Home	Management	2	2.96
Kimberley Special Care Home	Nurses	1	4.98
Kinsmen Place Lodge	Management	2	6.92
Kinsmen Place Lodge	Nurses	2	6.91
Kinsmen Retirement Centre	Adult Day Care Mgmt.	2	4.88
Kinsmen Retirement Centre	LTC Management	2	4.94
Kinsmen Retirement Centre	Nurses	1	4.37
Kiro Manor	Management	2	5.92
Kitimat General Hospital	Staff	1	5.92
Kiwanis Intermediate Care Centre	Staff	1	4.88
Kiwanis Villa of Victoria	Administrator	1	5.92
Kiwanis Villa of Victoria	Administrator	2	4.92

HEALTH AND COMMUNITY CARE FACILITIES

Employer	Employee Group	Year	Unweighted % Increase
Kiwanis Villa of Victoria	BCGEU #65	1	6.42
Kiwanis Villa of Victoria	BCGEU #65	2	5.31
Kiwanis Village Care Home	Management & Nurses	2	6.87
Kootenay Lake Dist. Hospital	Management	1	4.68
Kopernik Lodge	Management & Nurses	2	6.98
Ksan House Soc. (Osborne House)	BCGEU	1	6.61
Ksan House Soc. (Osborne House)	BCGEU	2	3.75
Ladysmith & Dist. General Hosp.	Management	1	6.01
Langley Lodge	Nurses	1	2.89
Langley Memorial Hospital	Non-Union Staff	1	4.03
Lillooet District Hospital	Administrator	1	3.19
Lillooet District Hospital	Administrator	2	4.3
Lillooet District Hospital	Director of Nursing	1	3.32
Lillooet District Hospital	Director of Nursing	2	4.63
Lions Gate Hospital	Department Heads	1	5.22
Lions Gate Hospital	Management	1	3.8
Louis Brier Home & Hospital	Management	1	5.00
Lower Mainland Physically Hndcpd.	Care/Service Staff	2	4.98
Lower Mainland Physically Hndcpd.	Care/Service Staff	3	4.92
Lower Mainland Physically Hndcpd.	Management	2	5.11
Lower Mainland Physically Hndcpd.	Management	3	4.92
Luther Court Society	Management	1	7.92
Luther Court Society	Management	2	3.9
MSA Halfway House Society	Staff	1	6.15
MSA Manor	Management	2	6.77
Maple Ridge Halfway House Soc.	Staff	1	8.75
Maple Ridge Halfway House Soc.	Staff	2	5.58
Marineview Personal Care Housing	Staff	1	5.45
May Bennett Home	Nurses	1	1.95
McBride & District Hospital	Management	1	4.70
Menno Home	Management	1	9.34
Menno Home	Management	2	1.82
Menno Hospital	Staff	1	5.63
Mills Memorial Hospital	Management	1	11.78
Mills Memorial Hospital	Management	2	5.86
Mission Memorial Hospital	Managers	1	7.95
Mission Memorial Hospital	Managers	2	6.88
Mt. Edwards Court Care Home	IUOE #822B	1	4.77
Mt. Edwards Court Care Home	Management	1	1.00
Mt. Paul Private Hospital	Administrator	1	5.88
Mt. Paul Private Hospital	Administrator	2	4.98
Mt. St. Joseph Hospital	Management/Sec.	1	9.89
Mt. St. Joseph Hospital	Management/Sec.	2	0
Mountain View Lodge (Lillooet Intercare Soc.)	Management	1	6.86
Mountain View Lodge (Lillooet Intercare Soc.)	Management	2	4.76
Mountain View Lodge (Lillooet Intercare Soc.)	Management	3	5.33
Mountain View Lodge (Lillooet Intercare Soc.)	Receptionist/Sec.	1	6.11

HEALTH AND COMMUNITY CARE FACILITIES

Employer	Employee Group	Year	Unweighted % Increase
Mountain View Lodge (Lillooet Intercare Soc.)	Receptionist/Sec.	2	4.68
Mountain View Lodge (Lillooet Intercare Soc.)	Receptionist/Sec.	3	5.06
Nanaimo Regional General Hosp.	Non-Contract	1	4.18
Nelson Jubilee Manor	Management	1	5.79
Nelson Jubilee Manor	Staff	1	7.84
Nelson Jubilee Manor	Staff	2	5.64
New Vista Society	Nurses	1	4.83
New Vista Society	Management	2	4.8
Nicola Valley General Hosp.	Management	1	7.39
Nicola Valley General Hosp.	Management	2	6.00
Nordic House	Nurses	1	4.27
Northern Training Centre	BCGEU #64	1	4.68
Northern Training Centre	BCGEU #64	2	1.47
Oak Bay Kiwanis Pavilion	Administrator	1	6.95
Oak Bay Kiwanis Pavilion	Administrator	2	4.07
Oak Bay Kiwanis Pavilion	Admin./Supervisory	1	7.87
Oak Bay Kiwanis Pavilion	Admin./Supervisory	2	3.18
Oak Bay Kiwanis Pavilion	Nurses	1	7.79
Oak Bay Kiwanis Pavilion	Nurses	2	3.25
Oak Bay Kiwanis Pavilion	Service Staff	1	8.46
Oak Bay Kiwanis Pavilion	Service Staff	2	2.6
Ocean View Intermediate Care Home	BCGEU #66	1	4.18
Ocean View Intermediate Care Home	BCGEU #66	2	4.01
Olive Devaud Residence	Managers	1	5.96
Olive Devaud Residence	Nursing	1	5.00
100 Mile Dist. General Hosp.	Management	1	9.72
100 Mile Dist. General Hosp.	Management	2	0
Osborne Home	Administrator	1	6.8
Overlander Care Hospital	Management	1	9.6
Overlander Care Hospital	Management	2	0
Parkdale Place Housing Society	Admin./Supervisory	1	4.88
Parkdale Place Housing Society	Clerical Staff	1	4.83
Parkdale Place Housing Society	CUPE #1136	1	7.11
Parkdale Place Housing Society	CUPE #1136	2	4.84
Parkridge Private Hospital	Nurses	1	10.11
Parkridge Private Hospital	Nurses	2	0
Parkridge Private Hospital	Nurses	3	4.71
Peace Arch District Hospital	Management	1	2.71
Peace Arch District Hospital	Management	2	2.99
Peace Arch District Hospital	Middle Management	1	4.77
Peace Arch District Hospital	Middle Management	2	6.89
Peace River Haven	Administrative	1	5.58
Peace River Haven	Staff	1	5.88
Penticton & Dist. Retirement Service	Administration	2	5.01
Penticton & Dist. Retirement Service	Nursing Supervisor	2	0
Penticton Regional Hospital	Staff	1	4.59
Phoenix Centre	Detox Staff	1	7.97
Phoenix Centre	Management	1	3.98

HEALTH AND COMMUNITY CARE FACILITIES

Employer	Employee Group	Year	Unweighted % Increase
Pioneer Villa	Nurses	1	4.69
Pleasant View Care Home	Management	2	4.61
Pleasant View Care Home	Nurses	1	5.33
Ponderosa Lodge	Administrative	1	5.21
Port Alice Hospital	Administrator	1	6.98
Port Alice Hospital	Administrator	2	2.51
Powell River & District Homemakers Association	Service Office & Retail Workers Union #5	1	4.77
Powell River General Hospital	Non-Contract	1	7.32
Prince George Regional Hospital	Staff	1	5.02
Prince George Sr. Citizens' Home Society	Administrator	1	7.05
Prince George Sr. Citizens' Home Society	Administrator	2	2.83
Prince George Sr. Citizens' Home Society	Management	1	7.19
Prince George Sr. Citizens' Home Society	Management	2	2.85
Prince Rupert Health Care Soc.	Administrator	1	9.57
Prince Rupert Health Care Soc.	Administrator	2	1.16
Prince Rupert Regional Hosp.	Management	2	2.89
Princeton General Hospital	Managers	1	4.88
Princeton LTC Society	Managers	1	4.87
Princeton LTC Society	Staff	1	4.97
Queen Alexandra Hospital for Children	HSA	1	7.33
Queen Victoria Hospital	Management	1	5.24
Rest Haven Lodge	Management	1	5.84
Richmond General Hospital	Staff	1	6.05
Richmond Lions Manor	Management	1	7.06
Richmond Lions Manor	Management	2	0
Richmond Lions Manor	Nurses	1	4.12
Riverview Hosp. Volunteer Assn.	Care Staff	1	4.73
Rocky Mountain Lodge	Health Care Workers	1	5.8
Rose Manor	Staff	1	4.98
Rose Manor	Staff	2	4.99
Rosewood Manor	Administrator	1	2.97
Rosewood Manor	Management, Nurses & Care/Service Staff	1	5.78
Rotary Manor	Management	1	0
Rotary Manor	Management	2	4.94
Royal Arch Masonic Homes Soc.	Management	2	4.84
Royal Arch Masonic Homes Soc.	Nurses	1	6.58
Royal Columbian Hospital	Management	1	(−1.61)
Royal Inland Hospital	Staff	1	3.57
Royal Jubilee Hospital	Clerical	1	5.22
Royal Jubilee Hospital	Managers	1	2.93
Royal Jubilee Hospital	Middle Management	1	4.1
Royal Jubilee Hospital	IBEW #230 UBCJ #1598 Plumbers' Union #324 Painters' Union #1163	1	3.25

HEALTH AND COMMUNITY CARE FACILITIES

Employer	Employee Group	Year	Unweighted % Increase
Royal Jubilee Hospital	IBEW #230 UBCJ #1598 Plumbers' Union #324 Painters' Union #1163	2	(−0.79)
Saanich Penninsula Hospital	Non-Union	1	3.00
Sagebrush Lodge	Management	1	5.18
Sagebrush Lodge	Nurses	1	5.80
Sagebrush Lodge	Nurses	2	4.60
Salmon Arm Pioneer Society	Administration	2	4.87
Salmon Arm Pioneer Society	Other Staff	2	4.84
The Salvation Army Buchanan Memorial Sunset Lodge	Management	2	4.99
The Salvation Army Buchanan Memorial Sunset Lodge	Management	3	4.98
The Salvation Army Buchanan Memorial Sunset Lodge	Management/Nurses	2	4.94
The Salvation Army Buchanan Memorial Sunset Lodge	Management/Nurses	3	4.96
The Salvation Army Buchanan Memorial Sunset Lodge	Service/Care Staff	2	6.95
The Salvation Army Buchanan Memorial Sunset Lodge	Service/Care Staff	3	4.90
The Salvation Army Sunset Lodge	Management	2	4.95
The Salvation Army Sunset Lodge	Nurses	1	4.5
Seton Villa	Staff	1	6.1
Seton Villa	Staff	2	4.06
Shaughnessy Manor	Management	2	4.88
Shaughnessy Manor	Nurses	1	4.89
Shuswap Lake General Hospital	Administrator	1	8.04
Shuswap Lake General Hospital	Management	1	3.16
Shuswap Lake General Hospital	Management	2	2.92
South Okanagan General Hospital	Department Heads	2	6.86
South Okanagan General Hospital	Manager	2	6.91
Sparwood General Hospital	Administrator	1	8.00
Sparwood General Hospital	Director	1	5.74
Sparwood General Hospital	Management	1	6.00
Sparwood General Hospital	Management	2	5.85
St. George's Hospital	Management	1	6.39
St. George's Hospital	Management	2	2.7
St. John Hospital	Management	1	2.83
St. Joseph's General Hospital	Management	1	8.18
St. Joseph's General Hospital	Management	2	0
St. Jude's Anglican Home	Management	2	6.97
St. Jude's Anglican Home	Staff	2	2.92
St. Michael's Centre	Staff	2	2.2
St. Paul's Hospital	Executive	1	5.85
St. Paul's Hospital	Executive	2	4.7
St. Paul's Hospital	Supervisory/Other	1	7.19
St. Paul's Hospital	Supervisory/Other	2	4.87

HEALTH AND COMMUNITY CARE FACILITIES

Employer	Employee Group	Year	Unweighted % Increase
St. Vincent's Hospital	Department Heads	1	7.43
St. Vincent's Hospital	Department Heads	2	0
St. Vincent's Hospital	Management	1	7.87
St. Vincent's Hospital	Management	2	4.92
Sunnybank Retirement Home Soc.	Administration	2	3.41
Sunny Hill Hospital for Children	Administrative	1	7.87
Sunny Hill Hospital for Children	Management	1	7.83
Sunny Hill Hospital for Children	Management	2	6.87
Tabor Home Society	Care/Service Staff	1	9.24
Tabor Home Society	Care/Service Staff	2	1.9
Tabor Home Society	Management	1	9.24
Tabor Home Society	Management	2	1.9
Tahsis Hospital	Management	2	4.71
Terrace Assn. for the Mentally Retarded	BCGEU #212	1	4.61
Three Links Care Centre	Management	1	4.58
Three Links Care Centre	Management	2	2.92
Three Links Care Centre	Nurses (Mgmt.)	1	5.37
Three Links Care Centre	Nurses	1	7.00
Tom Uphill Memorial Home	CUPE #2093	1	5.57
Tom Uphill Memorial Home	Management	2	5.91
Tom Uphill Memorial Home	Nurses	1	3.91
UBC Health Sciences Ctr. Hosp.	HSA	1	7.94
UBC Health Sciences Ctr. Hosp.	Nurses	1	4.94
UBC Health Sciences Ctr. Hosp.	Personnel	1	7.39
UBC Health Sciences Ctr. Hosp.	Physicians	1	2.61
Valhaven	Care/Service Staff	2	2.89
Valhaven	Management	2	5.00
Valleyhaven Guest Home	Staff	1	4.53
Vernon Jubilee Hospital	Management	1	3.19
Victoria Chinatown Care Society	Staff	1	5.46
Victorian Hospital of Kaslo	Management	1	5.60
Villa Cathay Care Home Society	Care Staff	2	5.91
Villa Cathay Care Home Society	Management	2	5.99
West Coast General Hospital	HSA	1	7.86
West Coast General Hospital	Management	2	6.36
West Coast General Hospital	Nurses	1	4.73
West Vanc. Sr. Citizens Home	Management	2	6.96
Williams Lake Jubilee Care Soc.	Mental Health Care	2	2.29
Willowhaven Private Hospital	Nurses	1	5.91
Willowhaven Private Hospital	Nurses	2	2.59
Wilshire Lodge	Nurses	1	9.50
Wilshire Lodge	Nurses	2	1.96
Wilshire Lodge	Nurses	3	4.73
Windermere District Hospital	Management	1	7.82
Windermere District Hospital	Management	2	4.93
Youville Residence	Care/Service Staff	2	4.74
Youville Residence	Management	2	4.64
Yucalta Lodge	Management	1	4.41
Zion Park Manor	Management	2	3.31
Zion Park Manor	Service Staff	2	6.97
Zion Park Manor	Service Staff	3	4.76

SCHOOL DISTRICTS

Employer	Employee Group	Year	Unweighted % Increase
S.D. #1 (Fernie)	CUPE #979	1	2.95
S.D. #1 (Fernie)	Teachers	1	3.50
S.D. #1 (Fernie)	Management	1	2.79
S.D. #2 (Cranbrook)	Teachers	1	3.05
S.D. #2 (Cranbrook)	Teachers	2	.82
S.D. #2 (Cranbrook)	Non-Teaching	1	3.09
S.D. #2 (Cranbrook)	CUPE #979	1	2.95
S.D. #3 (Kimberley)	Teachers	1	3.15
S.D. #3 (Kimberley)	Substitute Teachers	1	3.01
S.D. #3 (Kimberley)	Educational Support	1	2.99
S.D. #3 (Kimberley)	Office Staff	1	2.95
S.D. #3 (Kimberley)	Supervisory	1	2.96
S.D. #3 (Kimberley)	CUPE #979	1	2.95
S.D. #4 (Windermere)	Teachers	1	2.68
S.D. #4 (Windermere)	Secretaries	1	2.87
S.D. #4 (Windermere)	Coordinators/Aides	1	2.87
S.D. #4 (Windermere)	Management	1	2.91
S.D. #4 (Windermere)	CUPE #979	1	2.95
S.D. #7 (Nelson)	CUPE #748	1	2.76
S.D. #7 (Nelson)	CUPE #748	2	1.85
S.D. #7 (Nelson)	Teachers	1	2.95
S.D. #7 (Nelson)	Secretaries	1	2.88
S.D. #7 (Nelson)	Maintenance Supervisory Secretary-Treasurer	1	2.64
S.D. #7 (Nelson)	Assistant Management	1	2.80
S.D. #9 (Castlegar)	Teachers	1	3.45
S.D. #9 (Castlegar)	CUPE #1298	1	2.76
S.D. #9 (Castlegar)	CUPE #1298	2	1.81
S.D. #9 (Castlegar)	Managers	1	3.2
S.D. #9 (Castlegar)	Teachers	2	.51
S.D. #10 (Arrow Lakes)	Teachers	1	3.44
S.D. #10 (Arrow Lakes)	CUPE #2450	1	2.8
S.D. #10 (Arrow Lakes)	Management	1	2.60
S.D. #10 (Arrow Lakes)	Substitute Teachers	1	3.00
S.D. #10 (Arrow Lakes)	Non-Teaching	1	2.96
S.D. #11 (Trail)	CUPE #1285	1	3.19
S.D. #11 (Trail)	Teachers	1	3.42
S.D. #11 (Trail)	Teachers	2	.13
S.D. #11 (Trail)	Substitute Teachers	1	3.5
S.D. #11 (Trail)	Substitute Teachers	2	.93
S.D. #11 (Trail)	Administration & Clerical	1	3.44
S.D. #11 (Trail)	Staff	1	3.46
S.D. #12 (Grand Forks)	Teachers	1	3.46
S.D. #12 (Grand Forks)	Teachers	2	.77
S.D. #12 (Grand Forks)	Secretaries	1	2.48
S.D. #12 (Grand Forks)	Secretaries	2	1.71
S.D. #12 (Grand Forks)	Mid Management	1	3.12
S.D. #12 (Grand Forks)	Clerical Staff	1	2.86
S.D. #12 (Grand Forks)	Clerical Staff	2	1.87
S.D. #12 (Grand Forks)	CUPE #2098	1	2.84
S.D. #12 (Grand Forks)	CUPE #2098	2	1.9

SCHOOL DISTRICTS

Employer	Employee Group	Year	Unweighted % Increase
S.D. #12 (Grand Forks)	Speech Therapists	1	0
S.D. #13 (Kettle Valley)	CUPE #523	1	3.97
S.D. #13 (Kettle Valley)	CUPE #523	2	3.26
S.D. #13 (Kettle Valley)	Teachers	1	2.93
S.D. #14 (Southern Okanagan)	CUPE #523	1	3.97
S.D. #14 (Southern Okanagan)	CUPE #523	2	3.26
S.D. #14 (Southern Okanagan)	Teachers	1	3.15
S.D. #14 (Southern Okanagan)	Teachers	2	1.55
S.D. #14 (Southern Okanagan)	Staff	2	2.79
S.D. #14 (Southern Okanagan)	Mid Management	1	3.21
S.D. #15 (Penticton)	CUPE #523	1	3.97
S.D. #15 (Penticton)	CUPE #523	2	3.26
S.D. #15 (Penticton)	Staff	1	3.25
S.D. #15 (Penticton)	Teachers	1	3.21
S.D. #15 (Penticton)	Substitute Teachers	1	3.25
S.D. #16 (Keremeos)	CUPE #523	1	3.58
S.D. #16 (Keremeos)	CUPE #523	2	3.09
S.D. #16 (Keremeos)	Clerical	1	3.92
S.D. #16 (Keremeos)	Teachers	1	3.15
S.D. #17 (Princeton)	Teachers	1	3.49
S.D. #17 (Princeton)	Teachers	2	1.79
S.D. #17 (Princeton)	CUPE #900	1	4.05
S.D. #18 (Golden)	Management	1	0
S.D. #18 (Golden)	CUPE #979	1	2.95
S.D. #18 (Golden)	Secretaries	1	2.96
S.D. #18 (Golden)	Operational Staff Superintendents	1	1.56
S.D. #19 (Revelstoke)	Teachers	1	2.94
S.D. #19 (Revelstoke)	IUOE #882-B	2	3.26
S.D. #21 (Armstrong-Spallumcheen)	CUPE #523	1	3.97
S.D. #21 (Armstrong-Spallumcheen)	CUPE #523	2	3.26
S.D. #21 (Armstrong-Spallumcheen)	Teachers	1	3.44
S.D. #22 (Vernon)	CUPE #523	1	3.97
S.D. #22 (Vernon)	CUPE #523	2	3.26
S.D. #22 (Vernon)	Teachers	1	3.49
S.D. #22 (Vernon)	Teachers	2	1.22
S.D. #23 (Central Okanagan)	CUPE #523	1	3.97
S.D. #23 (Central Okanagan)	CUPE #523	2	3.26
S.D. #23 (Central Okanagan)	Teachers	1	3.00
S.D. #23 (Central Okanagan)	Teachers	2	1.51
S.D. #23 (Central Okanagan)	Administrative/ Supervisory	1	3.45
S.D. #24 (Kamloops)	Teachers	1	2.85
S.D. #24 (Kamloops)	CUPE #900	1	2.41
S.D. #26 (North Thompson)	CUPE #900	1	9.26
S.D. #26 (North Thompson)	CUPE #900	2	5.08
S.D. #27 (Cariboo-Chilcotin)	Teachers	1	3.45
S.D. #28 (Quesnel)	UBCJA #2545	1	5.9
S.D. #28 (Quesnel)	Management	1	0
S.D. #28 (Quesnel)	Non Teaching Supervisors	2	2.86
S.D. #28 (Quesnel)	Non Teaching Supervisors	3	0

SCHOOL DISTRICTS

Employer	Employee Group	Year	Unweighted % Increase
S.D. #28 (Quesnel)	Teachers	1	3.5
S.D. #28 (Quesnel)	Teachers	2	2.57
S.D. #28 (Quesnel)	Educational Assistance	1	3.46
S.D. #28 (Quesnel)	Educational Supervisory	1	3.46
S.D. #29 (Lillooet)	Teachers	1	2.9
S.D. #30 (South Cariboo)	Teachers	1	2.79
S.D. #30 (South Cariboo)	Secretaries	2	4.95
S.D. #30 (South Cariboo)	Secretaries	3	2.02
S.D. #30 (South Cariboo)	Management	2	2.98
S.D. #30 (South Cariboo)	Management	3	1.98
S.D. #30 (South Cariboo)	CUPE #733	2	4.38
S.D. #30 (South Cariboo)	CUPE #733	3	1.97
S.D. #31 (Merritt)	Teachers	1	2.87
S.D. #32 (Hope)	UBCJA #2423	1	2.4
S.D. #32 (Hope)	Staff	1	2.63
S.D. #32 (Hope)	Management	1	2.09
S.D. #32 (Hope)	Teachers	1	3.43
S.D. #33 (Chilliwack)	Teachers	1	3.46
S.D. #33 (Chilliwack)	Teachers	2	1.18
S.D. #33 (Chilliwack)	CUPE #411	1	3.49
S.D. #33 (Chilliwack)	Administration	1	3.44
S.D. #34 (Abbotsford)	GTDHU #31	1	2.71
S.D. #34 (Abbotsford)	GTDHU #31	2	0
S.D. #35 (Langley)	CUPE #1851 & 1260	1	3.14
S.D. #35 (Langley)	Teachers	1	3.45
S.D. #35 (Langley)	Supervisory	1	2.97
S.D. #35 (Langley)	Crosswalk Guards and Noon Supervisors	1	1.03
S.D. #36 (Surrey)	Staff	1	3.08
S.D. #36 (Surrey)	Staff	2	1.39
S.D. #36 (Surrey)	Excluded Staff	1	2.97
S.D. #36 (Surrey)	Excluded Staff	2	.83
S.D. #36 (Surrey)	CUPE #728	1	2.86
S.D. #36 (Surrey)	CUPE #728	2	1.94
S.D. #36 (Surrey)	Teachers	1	2.97
S.D. #36 (Surrey)	Teachers	2	1.70
S.D. #37 (Delta)	Teachers	1	2.95
S.D. #37 (Delta)	Teachers	2	1.98
S.D. #37 (Delta)	Management	1	3.42
S.D. #37 (Delta)	CUPE #1091	1	2.95
S.D. #37 (Delta)	CUPE #1091	2	0
S.D. #38 (Richmond)	CUPE #716	1	2.98
S.D. #38 (Richmond)	Teachers	2	.9
S.D. #38 (Richmond)	Management & Excluded Staff	2	.46
S.D. #39 (Vancouver)	Clerical	2	2.97
S.D. #39 (Vancouver)	VESTA & VSTA	1	2.96
S.D. #39 (Vancouver)	VESTA & VSTA	2	1.39
S.D. #39 (Vancouver)	Excluded Officials	1	2.94
S.D. #39 (Vancouver)	Administrators' Assn.	1	3.21

SCHOOL DISTRICTS

Employer	Employee Group	Year	Unweighted % Increase
S.D. #39 (Vancouver)	Administrators' Assn.	2	.05
S.D. #40 (New Westminster)	Teachers	1	2.84
S.D. #40 (New Westminster)	Secretarial	1	2.96
S.D. #40 (New Westminster)	Speech Therapists	1	2.42
S.D. #40 (New Westminster)	Management	1	2.96
S.D. #40 (New Westminster)	CUPE #409	1	2.94
S.D. #41 (Burnaby)	Teachers	1	2.97
S.D. #41 (Burnaby)	Teachers	2	1.39
S.D. #41 (Burnaby)	Administrators' Assn.	1	3.03
S.D. #41 (Burnaby)	Administrators' Assn.	2	.03
S.D. #41 (Burnaby)	Managers	1	3.02
S.D. #41 (Burnaby)	Managers	2	.6
S.D. #41 (Burnaby)	Crossing Guards	1	3.04
S.D. #41 (Burnaby)	Crossing Guards	2	2.06
S.D. #41 (Burnaby)	CUPE #379	1	2.92
S.D. #42 (Maple Ridge/ Pitt Meadows)	CUPE #703	1	2.99
S.D. #42 (Maple Ridge/ Pitt Meadows)	Excluded Staff	1	2.94
S.D. #42 (Maple Ridge/ Pitt Meadows)	Crosswalk Guards	2	2.75
S.D. #42 (Maple Ridge/ Pitt Meadows)	Teachers	1	3.49
S.D. #43 (Coquitlam)	CUPE #561	1	3.04
S.D. #43 (Coquitlam)	Teachers	2	.5
S.D. #44 (North Vancouver)	Staff	1	2.97
S.D. #44 (North Vancouver)	CUPE #389	1	3.00
S.D. #44 (North Vancouver)	Teachers	1	2.96
S.D. #44 (North Vancouver)	Teachers	2	1.12
S.D. #44 (North Vancouver)	Adult Education Instructors	1	(−3.00)
S.D. #44 (North Vancouver)	Substitute Teachers	2	0
S.D. #45 (West Vancouver)	Teachers	1	2.98
S.D. #45 (West Vancouver)	Teachers	2	.6
S.D. #45 (West Vancouver)	Municipal Employees Assn. #395	1	3.00
S.D. #45 (West Vancouver)	Exempt Staff	1	2.98
S.D. #45 (West Vancouver)	Substitute Teachers	1	3.03
S.D. #45 (West Vancouver)	Crossing Guards	1	2.94
S.D. #45 (West Vancouver)	Middle Management	1	2.97
S.D. #46 (Sunshine Coast)	Teachers	1	2.9
S.D. #46 (Sunshine Coast)	CUPE #801	1	2.80
S.D. #46 (Sunshine Coast)	CUPE #801	2	1.95
S.D. #47 (Powell River)	Teachers	1	2.93
S.D. #47 (Powell River)	CUPE #476	1	4.9
S.D. #47 (Powell River)	CUPE #476	2	4.93
S.D. #47 (Powell River)	Secretaries	1	4.95
S.D. #47 (Powell River)	School Psychologist Speech Therapist	1	2.95
S.D. #47 (Powell River)	Superintendent	1	4.87

SCHOOL DISTRICTS

Employer	Employee Group	Year	Unweighted % Increase
S.D. #48 (Howe Sound)	Teachers	1	2.89
S.D. #48 (Howe Sound)	Teachers	2	.8
S.D. #49 (Central Coast)	Managers	1	3.00
S.D. #49 (Central Coast)	Non-Teaching	1	3.51
S.D. #49 (Central Coast)	Teachers	1	3.69
S.D. #49 (Central Coast)	Teachers	2	.72
S.D. #50 (Queen Charlotte)	CUPE #2020	2	6.94
S.D. #52 (Prince Rupert)	Teachers	1	2.89
S.D. #54 (Smithers)	Teachers	1	2.85
S.D. #54 (Smithers)	Teachers	2	.9
S.D. #54 (Smithers)	Administration	1	5.49
S.D. #54 (Smithers)	Care & Rehabilitation	1	5.00
S.D. #55 (Burns Lake)	Staff	1	2.99
S.D. #55 (Burns Lake)	Management	1	2.92
S.D. #55 (Burns Lake)	Teachers	1	3.12
S.D. #55 (Burns Lake)	Teachers	2	3.38
S.D. #56 (Nechako)	Teachers	1	3.41
S.D. #56 (Nechako)	Teachers	2	1.97
S.D. #56 (Nechako)	Management	1	4.9
S.D. #56 (Nechako)	Management	2	0
S.D. #57 (Prince George)	Teachers	1	3.47
S.D. #57 (Prince George)	Administration	1	3.5
S.D. #59 (Peace River South)	UBCJA #1237	1	7.97
S.D. #59 (Peace River South)	UBCJA #1237	2	9.03
S.D. #59 (Peace River South)	BCGEU #200	1	7.86
S.D. #59 (Peace River South)	BCGEU #200	2	8.98
S.D. #59 (Peace River South)	Teachers	1	3.49
S.D. #59 (Peace River South)	Administration	1	2.93
S.D. #59 (Peace River South)	Management	1	2.96
S.D. #60 (Peace River North)	UBCJA	1	2.86
S.D. #60 (Peace River North)	Teachers	1	3.49
S.D. #60 (Peace River North)	Teachers	2	.61
S.D. #61 (Greater Victoria)	Teachers	1	2.23
S.D. #61 (Greater Victoria)	CUPE #382	1	0
S.D. #61 (Greater Victoria)	CUPE #382	2	2.77
S.D. #61 (Greater Victoria)	CUPE #382	3	1.92
S.D. #62 (Sooke)	CUPE #459	1	3.06
S.D. #62 (Sooke)	Staff	1	4.22
S.D. #62 (Sooke)	Staff	2	1.79
S.D. #63 (Saanich)	CUPE #441	1	2.84
S.D. #64 (Gulf Islands)	Teachers	1	2.92
S.D. #65 (Cowichan)	Speech Pathologists	1	2.95
S.D. #65 (Cowichan)	CUPE #606	1	3.63
S.D. #65 (Cowichan)	CUPE #606	2	2.93
S.D. #66 (Lake Cowichan)	Management	1	2.86
S.D. #66 (Lake Cowichan)	Staff	1	5.17
S.D. #66 (Lake Cowichan)	Teachers	1	2.86
S.D. #66 (Lake Cowichan)	Teachers	2	.34
S.D. #66 (Lake Cowichan)	CUPE #606	1	1.96
S.D. #68 (Nanaimo)	Teachers	1	3.00
S.D. #68 (Nanaimo)	Staff	1	2.91
S.D. #69 (Qualicum)	Teachers	1	3.35
S.D. #69 (Qualicum)	Teachers	2	2.10

SCHOOL DISTRICTS

Employer	Employee Group	Year	Unweighted % Increase
S.D. #69 (Qualicum)	CUPE #606	2	2.99
S.D. #70 (Alberni)	Administration	1	3.3
S.D. #70 (Alberni)	Teachers	1	3.5
S.D. #70 (Alberni)	Teachers	2	.55
S.D. #71 (Courtenay)	Teachers	1	3.57
S.D. #71 (Courtenay)	CUPE #439	1	4.3
S.D. #71 (Courtenay)	CUPE #439	2	5.31
S.D. #71 (Courtenay)	Supervisory Staff	1	3.04
S.D. #72 (Campbell River)	CUPE #723	1	3.41
S.D. #72 (Campbell River)	Teachers	1	3.52
S.D. #75 (Mission)	Management	1	2.97
S.D. #75 (Mission)	Supervisors/Clerical	1	2.94
S.D. #75 (Mission)	Teachers	1	1.74
S.D. #76 (Agassiz-Harrison)	Teachers	1	3.46
S.D. #76 (Agassiz-Harrison)	CUPE #411	1	3.47
S.D. #76 (Agassiz-Harrison)	Administration	1	3.44
S.D. #77 (Summerland)	CUPE #523	1	3.97
S.D. #77 (Summerland)	CUPE #523	2	3.26
S.D. #77 (Summerland)	Teachers	1	3.47
S.D. #77 (Summerland)	Teachers	2	1.46
S.D. #77 (Summerland)	Management	1	3.37
S.D. #80 (Kitimat)	Secretary/Treasurer	1	0
S.D. #80 (Kitimat)	Management	1	0
S.D. #80 (Kitimat)	Teachers	1	2.87
S.D. #80 (Kitimat)	CUPE #2052	1	3.05
S.D. #81 (Fort Nelson)	BCGEU #200	1	7.98
S.D. #81 (Fort Nelson)	BCGEU #200	2	6.94
S.D. #81 (Fort Nelson)	Teachers	1	3.23
S.D. #81 (Fort Nelson)	Teachers	2	0
S.D. #81 (Fort Nelson)	Supervisory	1	2.42
S.D. #81 (Fort Nelson)	Outside Workers	1	4.89
S.D. #81 (Fort Nelson)	Outside Workers	2	4.43
S.D. #84 (Vancouver Island West)	Teachers	1	3.52
S.D. #85 (Vancouver Island North)	Teachers	1	3.36
S.D. #85 (Vancouver Island North)	Teachers	2	2.32
S.D. #85 (Vancouver Island North)	CUPE #2045	1	3.48
S.D. #85 (Vancouver Island North)	CUPE #2045	2	2.85
S.D. #86 (Creston-Kaslo)	Teachers	1	0
S.D. #86 (Creston-Kaslo)	CUPE #979	1	2.95
S.D. #86 (Creston-Kaslo)	Teachers	2	.5
S.D. #87 (Stikine)	Teachers	1	3.5
S.D. #88 (Terrace)	Teachers	1	2.85
S.D. #88 (Terrace)	Administration	1	2.92
S.D. #88 (Terrace)	Clerical Staff	1	2.91
S.D. #89 (Shuswap)	Staff	1	3.78
S.D. #89 (Shuswap)	CUPE #523	1	3.97
S.D. #89 (Shuswap)	CUPE #523	2	3.26
S.D. #89 (Shuswap)	Teachers	1	3.3
S.D. #89 (Shuswap)	Management	2	3.17
S.D. #89 (Shuswap)	Administration	2	3.29
S.D. #92 (Nisgha)	CUPE #1704	1	4.92
S.D. #92 (Nisgha)	Teachers	1	2.84

POST SECONDARY EDUCATION

Employer	Employee Group	Year	Unweighted % Increase
BCIT	Management	1	0
BCIT	Staff Society	1	0
Camosun College	Faculty Assn.	2	0
Capilano College	Administrators	1	2.94
Capilano College	Faculty Assn.	1	7.91
Capilano College	Faculty Assn.	2	6.84
College of New Caledonia	Support Staff	1	8.06
Douglas College	BCGEU #59	1	6.17
Douglas College	BCGEU #59	2	2.87
Douglas College	Administration	2	0
East Kootenay Community College	Faculty Assn.	1	0
Emily Carr College	Administration	2	1.2
Emily Carr College	Support Staff	2	2.53
Emily Carr College	Faculty Assn.	2	4.52
Fraser Valley College	Support Staff	1	5.75
Fraser Valley College	Support Staff	2	2.89
Fraser Valley College	PT Faculty & Staff	1	.2
Fraser Valley College	PT Faculty & Staff	2	2.96
Fraser Valley College	Sr. Administrators	1	5.87
Fraser Valley College	Sr. Administrators	2	2.9
Fraser Valley College	Directors	1	5.79
Fraser Valley College	Directors	2	2.94
Fraser Valley College	Faculty & Staff Assn.	1	6.56
Fraser Valley College	Faculty & Staff Assn.	2	2.91
Justice Institute of B.C.	BCGEU	1	8.91
Kwantlen College	BCGEU #59	1	5.23
Kwantlen College	BCGEU #59	2	2.86
Kwantlen College	Management & Support	2	0
Malaspina College	Faculty Assn.	1	.1
North Island College	Administration	1	3.9
North Island College	Support Staff	1	3.79
North Island College	Faculty	1	3.87
Northern Lights College	BCGEU #63	1	7.4
Northern Lights College	BCGEU #63	2	4.79
Northern Lights College	BCGEU #57	1	5.69
Northern Lights College	BCGEU #57	2	4.82
Northern Lights College	Administration	1	4.46
Northern Lights College	Administration	2	4.76
Northwest Community College	Administration	2	1.98
Okanagan College	Faculty Assn.	1	7.23
Okanagan College	BCGEU #57	1	8.96
Pacific Vocational Institute	Management	1	4.55
Pacific Vocational Institute	BCGEU #59	1	9.75
Pacific Vocational Institute	BCGEU #59	2	0
Selkirk College	Staff	1	0
Selkirk College	Faculty Assn.	1	0
Selkirk College	PPWC #1	1	.4
Selkirk College	PPWC #1	2	2.69

POST SECONDARY EDUCATION

Employer	Employee Group	Year	Unweighted % Increase
Simon Fraser University	Teaching Support Staff	1	5.2
Simon Fraser University	Administrative	1	5.13
Simon Fraser University	Faculty Assn.	1	5.16
Simon Fraser University	Faculty Assn.	2	1.79
Simon Fraser University	AUCE #2	1	5.11
University of B.C.	Research Farm Workers	1	4.88
University of B.C.	Research Farm Workers	2	4.86
University of B.C.	Faculty Assn.	1	6.46
University of B.C.	Student Service Workers	1	6.77
University of B.C. (Triumph)	Staff	2	4.97
Universities Council of B.C.	Professional Staff	1	8.41
Universities Council of B.C.	Professional Staff	2	4.95
Universities Council of B.C.	Support Staff	1	7.8
Universities Council of B.C.	Support Staff	2	4.86
University of Victoria	Instructional Staff	1	7.89
University of Victoria	Faculty Assn.	1	8.01
University of Victoria	Administrative	1	7.87

CROWN CORPORATIONS

Employer	Employee Group	Year	Unweighted % Increase
B.C. Development Corporation	Directors	1	9.55
B.C. Development Corporation	Directors	2	4.81
B.C. Development Corporation	Intermediate Mgmt.	1	9.95
B.C. Development Corporation	Intermediate Mgmt.	2	4.88
B.C. Development Corporation	Clerical Support Staff	1	10.02
B.C. Development Corporation	Clerical Support Staff	2	4.96
B.C. Hydro & Power Authority	Transit Union #101-134	1	0
B.C. Petroleum Corporation	Accounting	2	6.33
B.C. Petroleum Corporation	Natural Gas Dept.	2	6.76
B.C. Place Ltd.	Staff	2	5.09
B.C. Railway Company	Clerical/Technical	2	5.00
B.C. Railway Company	Supervisory/Specialist	2	5.00
B.C. Systems Corporation	BCGEU #67	1	4.49
B.C. Systems Corporation	BCGEU #67	2	6.88
B.C. Systems Corporation	Executive Group	1	(−10.7)
B.C. Systems Corporation	Managers	1	(−16.35)
B.C. Systems Corporation	Support Staff	1	(−8.06)
B.C. Transit	BCGEU #65	1	6.45
B.C. Transit	BCGEU #65	2	6.11
I.C.B.C.	Management	2	0
Ocean Falls Corporation	Clerical	1	6.68
Ocean Falls Corporation	Supervisors	1	5.97
Pacific National Exhibition	Non Union Staff	1	3.00
Pacific National Exhibition	IUOE #882	1	2.79
Pacific National Exhibition	IUOE #882	2	2.00
Pacific National Exhibition	CUPE #1004	1	3.01
Pacific National Exhibition	CUPE #1004	2	1.8
Pacific National Exhibition	Staff	1	2.98
Pacific National Exhibition	Staff	2	2.99

BOARDS AND COMMISSIONS

Employer	Employee Group	Year	Unweighted % Increase
B.C. Housing Management Commission	BCGEU #73	1	6.81
B.C. Housing Management Commission	BCGEU #73	2	6.85
Labour Relations Board of B.C.	Staff Association	1	4.00
Labour Relations Board of B.C.	Staff Association	2	3.42
Labour Relations Board of B.C.	Management	1	3.94
Labour Relations Board of B.C.	Management	2	3.4
Labour Relations Board of B.C.	Confidential Staff	1	4.00
Labour Relations Board of B.C.	Confidential Staff	2	3.43

PROVINCIAL GOVERNMENT

Employer	Employee Group	Year	Unweighted % Increase
Municipal Finance Authority	Deputy Secretary-Treasurer	1	7.97
Province of B.C.	Boards of Review	1	7.75
Province of B.C.	Queen's Printer	1	6.03

EXEMPTION ORDERS ISSUED IN 1983

Employer	Employee Group
School District	
# 1 Fernie	Fernie District Teachers' Association
# 2 Cranbrook	Cranbrook District Teachers' Association
# 7 Nelson	Nelson District Teachers' Association
#11 Trail	Trail District Teachers' Association
#13 Kettle Valley	Kettle Valley Teachers' Association
#14 Southern Okanagan	Southern Okanagan Teachers' Association
#15 Penticton	Penticton District Teachers' Association
#16 Keremeos	Keremeos Teachers' Association
#17 Princeton	Princeton District Teachers' Association
#19 Revelstoke	Revelstoke Teachers' Association
#21 Armstrong-Spallumcheen	Armstrong-Spallumcheen Teachers' Association
#22 Vernon	Vernon Teachers' Association
#23 Central Okanagan	Central Okanagan Teachers' Association
#26 North Thompson	North Thompson Teachers' Association
#26 North Thompson	C.U.P.E. 900
#32 Hope	Hope Teachers' Association
#34 Abbotsford	Abbotsford Teachers' Association
#35 Langley	Langley Teachers' Association
#37 Delta	Delta Teachers' Association
#38 Richmond	Richmond Teachers' Association
#42 Coquitlam	Coquitlam Teachers' Association
#44 North Vancouver	North Vancouver Teachers' Association
#47 Powell River	Powell River District Teachers' Association
#48 Howe Sound	Howe Sound Teachers' Association
#63 Saanich	Saanich Teachers' Association
#65 Cowichan	Cowichan District Teachers' Association
#68 Nanaimo	Nanaimo District Teachers' Association
#69 Qualicum	Mount Arrowsmith Teachers' Association
#75 Mission	Mission District Teachers' Association
#77 Summerland	Summerland Teachers' Association
#80 Kitimat	Kitimat Teachers' Association
#85 Vancouver Island North	Vancouver Island North Teachers' Association
#86 Creston-Kaslo	Creston-Kaslo Teachers' Association
#89 Shuswap	Shuswap Teachers' Association
College or University	
Justice Institute of B.C.	Fair Comparison Method Employees

List of Public Sector Employers covered by the Compensation Stabilization Act

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a) the government,

b) a corporation or an unincorporated board, commission, council, bureau, authority or similar body that has,
   i) on its board of management or board of directors, a majority of members who are appointed by an Act, a minister or the Lieutenant Governor in Council, or
   ii) employees appointed under the **Public Service Act**,

c) a municipality,
   i) a municipality,
   ii) a regional district, and
   iii) an improvement district as defined in the **Municipal Act**,

d) a board of school trustees as defined in the **School Act**,

e) a university as defined in the **University Act**,

f) an institution as defined in the **College and Institute Act**,

g) a community care facility as defined in the **Community Care Facility Act** which receives funds from another public sector employer, and

h) a hospital as defined in the **Hospital Act** or the **Hospital Insurance Act** which receives funds from another public sector employer, and

i) an employer designated in the Schedule:

Schedule

Board of Parks and Recreation under section 485 of the **Vancouver Charter**, S.B.C. 1953, c. 55
British Columbia Assessment Authority
British Columbia Buildings Corporation
British Columbia Development Corporation
British Columbia Ferry Corporation
British Columbia Harbours Board
British Columbia Housing Management Commission
British Columbia Hydro and Power Authority
British Columbia Institute of Technology
British Columbia Petroleum Corporation
British Columbia Railway Company
British Columbia Steamship Company (1975) Ltd.
British Columbia Systems Corporation
British Columbia Utilities Commissioner
Capital Regional Hospital District
City of Vancouver
Compensation Stabilization Commissioner
Greater Campbell River Water District
Greater Nanaimo Water District
Greater Vancouver Regional Hospital District
Greater Vancouver Sewerage and Drainage District
Greater Vancouver Water District
Greater Victoria Water District
Insurance Corporation of British Columbia
Labour Relations Board
Metro Transit Operating Company
North Shore Union Board of Health
Pacific Coach Lines Limited
Pacific National Exhibition
Provincial Capital Commission
The Glendale Lodge Society
Urban Transit Authority of British Columbia
Workers' Compensation Board

POOR

QUALITY

ORIGINAL